

KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Review Item:

704 KAR 3:345, Evaluation guidelines for other certified staff (Amendment)

Applicable Statute or Regulation:

KRS 156.557 and 704 KAR 3:345

Background/History:

Existing Policy. 704 KAR 3:345 (attached) has long established evaluation and professional growth procedures to guide local districts as they develop their own professional growth and evaluation systems for all certified personnel below the level of superintendent.

The current regulation has proven to be ineffective in improving teacher and principal effectiveness for increased student outcomes and will require the revision of 704 KAR 3:345 and the promulgation of a new regulation to support the Statewide Professional Growth and Effectiveness System (PGES). This will be the first review for both regulations, which will be discussed at the January 31 study session.

Even though a new system is now being developed for classroom teachers and principals (704 KAR 3:350), a dual system will need to be in place for certified staff that are not in the job categories of classroom teacher or principal (e.g., guidance counselors, library media specialists). Therefore, 704 KAR 3:345 is being amended to only apply to non-classroom certified staff until such time as the new evaluation system is in place for those classifications of certified employees. 704 KAR 3:350 is being created to reflect the work of the steering committees in creating the framework for the PGES and will be sent to the board under separate cover from the Agenda Book with its own staff note.

Impact on Getting to Proficiency:

The current regulation will continue to support the evaluation of those certified staff who are critical partners with classroom teachers and administrators.

Groups Consulted and Brief Summary of Responses:

Teacher Effectiveness Steering Committee
Principal Effectiveness Steering Committee
Volunteer Districts

These broad-based groups of stakeholders are collaborating in the development of the new system and any feedback on the regulation will be reported at the February board meeting.

The Local Superintendents Advisory Council will also review the regulation prior to the February meeting.

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